

Amendment Article 54 v. 4

ARTICLE 54

COLLECTIVE BARGAINING

To see if the Town will vote to fund any fiscal items in the event that any are contained in collective bargaining agreements between the Town and the following named collective bargaining units, and to fund for non-union, M Schedule, and elected officials' salaries or fringe benefits, determine how the money shall be raised and expended; or take any action related thereto:

- A. Local 680, American Federation of State, County and Municipal Employees;
- B. Service Employees International Union;
- C. Robbins Library Professional Association;
- D. Local 1297, International Association of Firefighters;
- E. Arlington Police Patrol Officers' Association (formerly Arlington Patrolmen's Association);
- F. Arlington Ranking Police Officers' Association;
- G. M Schedule and non-union employees; and
- H. Full-time elected officials.

(Inserted at the request of the Town Manager)

VOTED: That the sum of \$376,098 is hereby appropriated, to be set aside for funding future collective bargaining agreements, said sum to be raised by general taxes and said sum shall not be expended without a future vote of Town Meeting; that \$253, 814 transferred from the wage reserve account to the Library (\$32,787) and to the Police Department (\$221,027) for the FY2022 budgets;¹ that \$122,248 is appropriated to the departments and in the manner shown below to fund collective bargaining agreements between the Town and SEIU, as well as salary changes for nor-union, Management, and an elected official for Fiscal Year 2022; and that \$499,400 is appropriated from prior salary reserve accounts to the Police Department to fund the retroactive payments to the Patrol Officers.

AND FURTHER VOTED that the Town hereby ratifies the following financial items contained in the February 10, 2021 Arbitration Award of the Joint Labor Management Committee between the Arlington Patrol Officers' Association and the Town acting by and through the Town Manager:

A. Arlington Patrol Officers' Association

- 1. A 2 percent general wage increase effective July 1, 2020,**
- 2. A 2 percent general wage increase effective July 1, 2021,**
- 3. A 1 percent general wage increase effective July 1, 2022,**

¹ These retroactive sums totaling \$253,814 are represented in the Arlington Police Department (\$221,027) and Library Department (\$32,787) budgets respectively, provided under Article 56.

B. That the Classification and Pay Plan be and hereby is amended to create new steps and further that the other terms of the February 10, 2021 Arbitration Award (attached hereto) are ratified.²

COMMENT: The collective bargaining agreements between the Town of Arlington and the six labor unions that represent most Town employees expire on June 30, 2021. In anticipation of those expirations, the Town has engaged in negotiations relative to successor collective bargaining agreements with employee unions. As we are in uncertain financial times Town Management tried to negotiate simple one-year contracts with each union. Three Town unions have accepted this proposal: the Robbins Library Professional Association, AFSCME Local 680, and SEIU Local 888. The three public safety unions have opted to delay their negotiations until later in the year, hoping to sign three-year contracts.

These negotiations have been guided by a strategy that is based upon offering a cost of living (COLA) increase consistent with historic Consumer Price Index (CPI) trends. The Town has proposed a 1.5% COLA. Town Management gave given unions the option of rearranging their total compensation to be a combination of COLA and other elements if the total cost of the contract is equal to our 1.5% cost. This also included language recognizing the Juneteenth as a full holiday when it falls on a Monday through Friday and as a floating holiday when it falls on a weekend and allows that Town to provide education to employees on the meaning of Juneteenth.

As an additional matter, the Arlington Patrol Officers' Association was issued an interest arbitration award by the Joint Labor Management Committee (JLMC) following a bargaining impasse with respect to COLA and other terms between the Patrol Officers' Association and Town Management. The award is consistent with the Town's approach to CPI trends, but is both binding and retroactive, signifying that members of the Patrol Officers Association shall receive the COLA increase held in abeyance during the arbitration period at the rates set by the award.

Below are summaries of the terms and financial impact table for these agreements and the JLMC award. Funding is provided by transferring money from the Salary Reserve to the departments, except for the Water/Sewer Fund that contains its own salary reserve and does not need a transfer.

SEIU Local 888

Summary: The Town of Arlington and the SEIU Local 880 recently came to agreement. The agreement provides a 1.0% COLA, a 1.5% increase to the top step, and language recognizing the Juneteenth holiday.

Term of Agreement: The successor agreement is for a one-year period. The term of the agreement will be July 1, 2021 through June 30, 2022.

Wages: July 1, 2021 1.0% increase and an additional increase to the top step of the pay scale.

² A March 31, 2021 Memo from the Finance Director to the Finance Committee, which details the terms of the Arbitration Award, is also attached for Town Meeting's reference.

Transfer from Wage Reserve: \$28,716

M Schedule, Full-Time elected official, and non-union employees:

Summary: The Town of Arlington's M Schedule employees, full-time elected officials and non-union employees will receive cost of living increases that are consistent with the wage increases in the collective bargaining agreements for FY22.

Wages: July 1, 2021 1.5% Increase
Transfer from Wage Reserve: \$95,568

| Department | Grand Total |
|-------------------------------|------------------|
| Select Board | \$4,259 |
| Town Manager | \$9,542 |
| Finance Committee | \$77 |
| Comptroller | \$4,155 |
| Assessors | \$1,764 |
| Treasurer/Collector | \$2,773 |
| Legal | \$6,692 |
| Human Resources | \$4,785 |
| Information Technology | \$9,765 |
| Town Clerk | \$2,992 |
| Planning | \$9,634 |
| Zoning Board of Appeals | \$1,047 |
| Facilities | \$1,119 |
| Police | \$4,410 |
| Fire | \$4,126 |
| Inspections | \$5,139 |
| DPW Natural resources | \$2,782 |
| DPW Engineering | \$2,652 |
| DPW Administration | \$4,997 |
| DPW Highway | \$3,375 |
| DPW Motor Equipment Repair | \$1,998 |
| DPW Cemetery | \$1,998 |
| Health | \$8,117 |
| Diversity, Equity & Inclusion | \$1,524 |
| Council on Aging | \$4,441 |
| Veterans | \$750 |
| Library | \$4,927 |
| AYCC | \$6,237 |
| COA Transportation | \$580 |
| Rink | \$1,165 |
| Recreation | \$4,462 |
| Total | \$122,284 |

Robbins Professional Librarians Association:

Summary: As referenced above, the Town of Arlington and the Robbins Professional Librarians Association recently came to agreement approved by the Finance Committee, providing a 1.25% COLA, changes to their longevity payments, and language recognizing the Juneteenth holiday.

Term of Agreement: The successor agreement is for a one-year period. The term of the agreement will be July 1, 2021 through June 30, 2022.

| | | |
|-----------------------------|--------------|----------------|
| Wages: | July 1, 2021 | 1.25% Increase |
| Transfer from Wage Reserve: | \$32,787 | |

Arlington Patrol Officers' Association JLMC Arbitration Award

Summary: As referenced above, the Town of Arlington and the Arlington Patrol Officers' Association reached an impasse with respect to COLA and certain other terms, which were litigated before the JLMC. Accordingly, no COLA had previously been added to the pay of members of this union while the arbitration was underway (July 1, 2018 through the present). Thus, the primary impact of the award is a retroactive COLA increase consistent with most of the Town's COLAs for other unions for the same period. Other terms, including creating new steps in the Pay and Classification Plan and increased compensation for higher education degrees attained by officers were also awarded and are binding upon the Town. Full details of the award can be seen in the February 10, 2021 JLMC Decision and a Memorandum from the Finance Director to the Finance Committee, both of which attached.

Transfer from Wage Reserve: \$221,027 to adjust the FY2022 budget.

Appropriation from prior Wage Reserve: \$499,400 for retro pay.

Salary and Wage Reserve

With these settlements, a reserve of \$549,381 in the General Fund remains from the original amount proposed in the FY2022 budget. It will be available to settle the remaining contracts once the Town reaches those agreements.